

STATE OF WASHINGTON

Annual Progress and Services Report

Submitted June 2003

Section XII Training Plan

Children's Administration
Department of Social and Health Services

TRAINING

CA provides training primarily through the following avenues:

- ◆ Division of Licensed Resources Foster Parent Training Institute
- ◆ Child Welfare Training and Advancement Program
- ◆ CA Headquarters Office of Staff Development and Training
- ◆ Regional training

These four avenues are described below.

◆ Division of Licensed Resources Foster Parent/Kinship Training Institute

Web-based Training

The Foster Parent Training Institute's award winning website, <http://www1.dshs.wa.gov/ca/fosterparents> received over 30,000 "hits" in 2002. It was featured in the March/April 2003 edition of "Government West" magazine with the description: "Washington State has merged the power of Web technology with the compassionate mission of its human service agency to reach out to foster parents."

Through this website, the public may

- participate in webcast training (more information below)
- receive breaking news, such as policy changes and conference and job announcements
- find out how to take a workshop or course on line
- view a PowerPoint presentation on methamphetamines
- view brochures online, including KidScreen and A Relative's Guide to Child Welfare Services
- access staff and foster parent association directories
- view webcast archives (more information below)
- obtain foster parent training calendars
- complete an interest questionnaire for prospective foster parents
- request information on licensing (more information below)
- view licensing regulations and policies
- read answers to frequently asked questions about foster parenting
- access developmental disabilities resource listings
- read answers to frequently asked questions about CPS investigations and reporting requirements
- engage in interactive parent training
- link to related foster parent websites
- access information on fire safety in Spanish and watch a video in Spanish on behavioral issues in foster care

Over 1,700 people requested information on how to become a foster parent between January and June 2003. Residents of other states who respond to our site's recruitment announcement are referred to the National Foster Parent Association, which in turn tells us that we are the largest nationwide recruitment tool they have.

Courses first offered as live webcasts are stored on the website for ongoing access. Courses currently available are listed below, with an asterisk denoting courses added July 2002 – June 2003:

- Love and Logic
- Fetal Alcohol Syndrome
- Infant Brain Development
- Children and Trauma: a response to 9/11
- *Behaviorally Challenging children
- *Behavior issues in foster care-Spanish language series
- *Important issues in Indian child welfare
- *Bob Danzig Give them Wings-Independent Living
- *How Domestic Violence Hurts Kids

Over 400 people view the archived web training each month. Licensors around the world have referred foster parents to this website; CA has heard from foster parents in Alaska, Florida, Illinois, New York, Texas, California, Oklahoma, New Zealand, Australia and England. They often participate in our live web cast and email in their questions.

Because of budget cuts around the country, more states are using our web site as a source of training. They are referring their foster parents to us for certificates to meet not only their required training hours, but also corrective action plan provisions.

Journey through the Healing Circle

This year we re-shot Journey through the Healing Circle, our series on Fetal Alcohol Syndrome, for a PBS special which included the original series plus discussions with the author and a foster parent with children with F.A.S. It aired in Oct 2002 on KBTC and has been nominated for an Emmy in the category of cultural fine art series.

We also provide this special to local cable access TV, where it has aired in over 13 localities in Washington. Alaska, Idaho and Oregon local cable access TV have also shown the series. The viewing audience to date is estimated at over 100,000.

Community College Collaboration

Pierce Community College offers a Certificate in Foster Parenting online as well as through their landbased classes. The following courses constitute the certificate program:

Introduction to Chemical Dependency
General Psychology
Human Development
Chemical Dependency in the Family
Behavioral Management
Identity in the Family
Self Care
Family Disruption
Law & Ethics
Crisis Intervention
Abuse in the Family
Human Sexuality
Social service team building

Approximately 250 people participate each quarter in the online program and about 60 participate in the land-based classes each year. CA covers the cost of the classes for foster parents licensed in Washington.

Given requests from teachers, staff and foster parents, continuing education credits and documentation for training is also available through Pierce Community College.

PRIDE Foster Parent Training Curriculum

CA continues to use the Child Welfare League of America's PRIDE foster parent training curriculum implemented in Washington in January 2002. Pre-service and in-service components are featured.

The Foster Parent Conference

Workshops at our October 2002 Foster Parent Conference featured skill building for foster parents in areas such as behavior, diversity, system issues, adoption, and grief and loss. Held in Yakima, approximately 450 foster parents and agency professionals attended.

Regional Institute Trainers

Institute trainers are based in each of CA's six regions and provide foster parent training. In addition to the approximately 250 participants in the 60 hour PRIDE in-service curricula, over 3,000 in first aid, 874 in sexually aggressive behavior, 833 in physically assaultive behavior, 2304 foster care providers participated in special topic workshops during FY year 2002. The special topic workshops included:

Working with Sexually Aggressive Youth
ADHD
Self-Care for Foster Parents

Childhood and Adolescent Depression
Adolescent and Childhood Suicide
Brain Development
Brain Gym
Parenting the Sexually Abused Child
Verbal De-escalation
Self-Mutative Behavior
FAS/FARC
Promoting Health Attachments
Managing Difficult Relationships
Separation and Loss
Understanding and Surviving Allegations
Managing Anger and Handling Conflict
Building Connections with Birth Families
My Drug Affected Infant is Growing Up! Now what?
The Royal Treatment (Stress Reduction and Relaxation)
Through the Eyes of Your Child (Attachment and Bonding)
Opening Communication (Grief and Loss)
Opening Communication (Building Trust with Social Workers)
Clandestine Drug Labs
The Diagnosis and Treatment of Attachment Disorder
Succeeding with The Difficult Child
10th Annual Children's Justice Conference
Nurture Children with FAS/E
Minimizing Allegations
ADHD Nuts to Bolts
Verbal De-escalation
Practical Ways to Manage Self Mutilation Behaviors
How to Help Your Teen/Child to Succeed in School
FP as Partners for ILP
Parenting Aggressive Youth
Tax Deductions for FP
Hair & Skin Care for African-American Children
Understanding Birth Families
Special Education Surrogate Parent Training
Foster Parents in the Courtroom
Minimum Licensing Requirements - the Changes
Parenting Children Affected by Drugs and Alcohol
Disruptive Behavior Disorders
Verbal De-escalation
Cross Cultural Placements
Attachment Disorders

Fetal Alcohol Syndrome
Parenting Aggressive Youth
A Different Look at Chemical Dependency
Surviving Allegations/Investigations
Caring for Drug Affected Infants
Interventions & Discipline for the Child Affected by CA/N
The Gathering at Suquamish: fostering Native children
Overview of Infant Emotional Health
Developing Brain & Emotions
Language of Young Children
Children's Behavior
Relationship Focused Care
Succeeding with the Difficult Child
Understanding & Surviving Allegations
Foster Parent Improvement Plan
Dependency Process in WA State
Attachment Issues in Foster Care
Behavioral Challenges in Foster Care
Dealing with Sexually Aggressive Behavior in Foster Care
Dealing with Physically Assaultive Behavior in Foster Care
Behavioral Challenges En Espanol
Domestic Violence and Children
The Indian Child Welfare Act

In addition to conducting specific workshops, Institute trainers support class participants through consultative calls and resource libraries.

This year, in order to meet the mandates of a court order, we developed a multi media curriculum on sexually aggressive and physically assaultive youth. Participants watch an on line video, down load handouts and complete a test. The test is sent to a trainer. Participants then attend a 6-hour land based class with other foster parents. This multimedia approach saves time and prepares students to come to class with questions. The training experience and thus learning is enhanced.

The Foster Parent Training Institute also sponsors first aid training and HIV/Blood Borne Pathogen (BBP) training. More than 3,000 participants received first aid training in FY year 2002 and some 744 attended HIV/BBP.

July 03 – June 04

In the next fiscal year, the standardized 60-hour Pride In-Service curriculum and specialized topic workshops will again be offered (see list above), along with first aid training and the foster parent conference.

The Pride pre-service curriculum will be transferred to The Foster Parent Institute and will be trained by fulltime trainers rather than licensors. On July 1, 2003, the curricula will increase from 18 to 20 hours to a standard 27 hours state wide with a 3 hour orientation. The orientation will be standardized and put on the web site in video format. It will also be available in VHS format.

Web based presentations planned for July 2003 – June 2004 include

- Orientation to Preservice: a foster parent orientation mini course will be placed on the website and sent to prospective foster parents on a CD in the initial inquiry packet. It will feature foster parents talking about their experiences with foster care as well as a licensor and a trainer.
- Fire safety for foster parents; in Spanish and English
- The importance of kinship placements; targeted for release August 2003
- Respite Care: discussion of the need for respite options and the licensing/approval process; targeted for release September 2003
- The need for licensed foster homes
- Independent living issues for foster parents and for youth targeted for release September 2003
- Indian child welfare issues for foster parents

Additional online courses may be offered through Pierce Community College. One such possibility is a class on the special behavior needs of developmentally delayed children in foster care.

En Espanol, a web page for Spanish speaking foster parents, will be installed on our website, featuring behavior issues, first aid information, fire and gun safety, and links to other relevant Spanish language sites.

The Institute will continue to work hand-in-hand with other CA units to enhance the recruitment and retention of foster parents.

◆ **The Child Welfare Training and Advancement Program (CWTAP)**

The CWTAP is administered in partnership between CA and participating universities in Washington to provide educational benefits for those committed to working with children and families in the public child welfare system. The CWTAP is available to any student accepted into an MSW program at one of the participating universities. CWTAP supports the professional and educational development of social workers, increasing CA's ability to recruit, employ and retain qualified, professional social workers. Once accepted into an MSW program, students apply for admission into CWTAP.

Participation in the program includes a stipend for tuition and specialized practicum placement within CA. Students participating in CWTAP agree to seek employment with

CA after graduation. Two universities partner with CA: Eastern Washington University, and the University of Washington. Participants in the program include non-CA employee students interested in a career in public child welfare and current CA employees interested in advancing their education. The CA Office of Staff Development and Training manages this program.

In FY 2004, the Office of Staff Development and Training will begin exploration of adding a BASW component and a student research component to CWTAP.

◆ **Office of Staff Development and Training**

The Office of Staff Development and Training (OSDT) is composed of two units: Staff Development and the Training Academy.

OSDT provides training and conferences for all levels of CA staff, Division of Developmental Disabilities (DDD) staff, tribes, foster parents and community stakeholders.

The Training Academy is six weeks of mandatory training that all new CA social workers, licensors, and investigators are required to begin within eight days of employment. This training includes delivery of a comprehensive curriculum addressing the fundamentals of best practice and includes a field component designed to introduce students to the CA work environment early in the learning process. Academy staff trainers deliver and facilitate the training, with community stakeholder and contracted trainer participation in some specialized topics. Academy is also available to tribal and DDD social workers and Child Welfare Training and Advancement students.

Staff development activities include curriculum development, management and facilitation of mandatory training for CA staff, development and monitoring of training contracts, coordination and delivery of special topic training, advanced training and statewide conferences. Examples of the training are: Child Abuse Investigation and Interviewing Training, Advanced and Basic Indian Child Welfare Training, the CA Management Conference, Basic and Advanced Substance Abuse Training and Supervising for Excellence.

Professional development programs for CA employees currently in design and targeted for introduction in FY 2004 include:

- Social Worker Mentoring Program: training opportunities for CA social worker line staff serving on a voluntary basis as mentors to newly hired social workers
- Supervisors Academy
- Trainer Certification Program

◆ Regional Training

Regional training coordinators in each region, in conjunction with the regional management teams, coordinate and facilitate a variety of training activities including mandatory training, special topic training, advanced training and symposia.

The training provided in the regions is included in the following matrix.

*HQ includes OSDT, Program and Policy, Management Services and DLR

**Other refers to training provided to CA from other agencies such as DOP, OOED, FPAWS, etc.

	Training Provided in FY03								Projected Training for FY04
	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	HQ*	Other*	
								*	
Mandatory Trainings									
Academy -- Basic Training							X		X
Academy -- FRS Track Week							X		X
Academy -- Licensing Track Week							X		X
Advanced ICW Training	X	X	X	X	X		X		X
Americans with Disabilities Act/Reasonable Accommodations		X	X			X		X DAEO	X
Basic ICW Manual Training	X	X		X	X	X	X		X
Basic Substance Abuse Training	X	X	X	X	X	X	X		X
Basics of Supervision		X	X			X		X POD	X
CAMIS/GUI	X	X	X	X	X	X			X
Child Abuse Investigation & Interviewing	X	X	X	X	X	X	X		X
Clandestine Drug Awareness/Meth Lab Awareness	X	X	X	X		X			X
Contract Monitoring		X				X		X	X
Contracting Academy		X						X	X
Core Investigator Training	X	X		X	X	X	X	X	X
Deaf/Hard of Hearing	X		X	X	X	X	X		X
Diversity Training	X	X	X	X	X	X	X		X
Domestic Violence in the Workplace (aka Workplace Violence Training)	X	X	X		X	X	X		X

	Training Provided in FY03								Projected Training for FY04
	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	HQ*	Other* *	
DSHS New Employee Orientation Phase 1		X			X	X	X		X
DSHS New Employee Orientation Phase 2		X				X	X		X
Entry Level Management Development		X						X	X
Family Preservation & Reunification						X	X		X
Federal Funding		X	X		X	X	X		X
First Aid/CPR	X	X			X	X		X	X
HIV/Aids/Bloodborne Pathogens	X	X	X	X	X	X			X
Homeless Training					X				X
Investigative Training for Supervisors & Managers		X				X		X	X
Limited English Proficiency (LEP)	X	X	X	X	X	X			X
Management Development or Management Orientation								X	X
Multiethnic Placement Act (MEPA/IEAP)	X	X			X	X			X
Permanency Planning	X	X	X	X	X	X	X		X
Regional Training for New Employees	X	X	X		X	X			X
Safety Orientation	X	X	X	X	X	X	X		X
Sexual Harassment	X	X	X	X	X	X	X	X	X
Supervising for Excellence	X	X		X	X	X	X		X

	Training Provided in FY03								Projected Training for FY04
	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	HQ*	Other* *	
Other Trainings and Conferences									
A Different Look at Chemical Dependency Workshop					X	X			X
AAG Training on Terminations and Adoptions		X							X
Accreditation/COA Training		X	X			X	X		X
Academy Field Component Training					X				
ACES		X	X		X				X
ADHD		X							X
Administrative Secretaries Conference		X				X			X
Adolescent/Adult Clients W/FAS/E Who Have a Normal IQ					X				
Adopting Older Kids									X
Adoption Home Study Forms Training		X							X
Adoption Training	X	X	X			X			X
Advanced CPS Training						X			X
Advanced Cultural Competency		X							X
Advanced Meth Training			X						
Advanced Project Management		X			X	X			
Advanced Training Workshops for Social Workers (Topics TBD)			X			X			X
Alcohol and the Fetus					X				

	Training Provided in FY03								Projected Training for FY04
	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	HQ*	Other* *	
Allegations									
Attachment Disorder		X			X	X			X
Attachment Issues for Foster Kids		X			X				X
Attachment Theory					X	X			X
Automation Systems Training	X	X	X			X			X
Bar Code Training for Clerical		X				X			
Basic Risk Assessment		X	X		X				
Behavior Interventions for the School Aged Child			X						X
Bomb and Terrorist Awareness	X								
Brain Development		X			X	X			X
Building Resiliency						X			X
Bullies and Gangs		X							X
Bureaucracy						X			X
Burnout		X				X			X
CA Policy Manuals				X					X
CA Programs and Resources		X	X	X					X
Caring for Drug Affected Infants			X			X			
Child Abuse & Exploitation Investigative Techniques		X							
Child and Brain Development		X				X			X
Child Safety						X			X
Child Welfare in Jamaica			X						
Childhood Attachment						X			X
Children & Adolescents w/Sexual Behavior Problems			X						

	Training Provided in FY03								Projected Training for FY04
	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	HQ*	Other* *	
Children's Justice Conference		X	X			X	X	X	X
CHINS Petition Training		X							
Clerical Training		X				X			X
Clinical Supervision									X
Collaboration					X				X
Completed Staff Work			X						
Concurrent Planning		X	X						X
Conflict Resolution		X				X			X
Corrective Action/Performance Management		X	X			X			X
Court Skills -- Advanced				X					X
Court Skills -- Introduction		X	X	X	X				X
Court Testimony	X	X			X				X
Court Training: Establishing Credibility					X	X			X
CPR -					X				
CPS Neglect Symposium									
CQI Quality Coaches Training									X
CQI Guest Presentations									X
CQI Project Team Support									X
CQI Project Team Training									X
CQI Standing Team Quarterly Support		X							X
CQI Standing Team Training		X							X
CQI Train the Trainers									X
Criminal Justice Conference	X		X	X		X	X	X	X

	Training Provided in FY03								Projected Training for FY04
	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	HQ*	Other* *	
Critical Thinking and Decision Making			X			X			X
Cross Agency Systems Training (CAST)			X	X					X
Cross Cultural Placements									
Cultural Awareness: Eastern Europeans & Russians in the US		X							
Cultural Competency									X
Cultural Considerations in Interviews with Victims & Witnesses		X							X
Customer Service		X							
CWS In-service Training					X				X
DASA/CA Conference						X			X
Decision Making			X						X
Decision to Place	X	X	X			X			X
Defusing Intense Encounters		X							
Depression and It's Effect on Parenting									X
Detox 101					X				
Developing Brain & Emotions					X				
Dialectical Behavior Therapy			X						X
Disruptive Behavior Disorders and Our Foster Children		X							
Diversity Conference		X	X			X	X		X
DLR Training		X					X		X
Drug Affected Families		X			X				X

	Training Provided in FY03								Projected Training for FY04
	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	HQ*	Other* *	
Drug Free Workplace					X	X			X
Drug Trends in South Puget Sound					X				
Drug Use and Abuse Among Adolescents					X				
Dual Diagnosis		X				X			X
Education Advocacy			X						
Emergency Preparedness		X				X			
Employment Preparation Workshop									
Ergonomics			X						
Ethical Dilemmas						X			X
Ethics		X	X			X			X
Excel - Advanced					X				
Excel - Basic					X				
Family Centered Practice					X				
Family Group Conferencing		X	X		X	X			X
Family Support Coordinator Training									
FAS/FAE		X	X		X				
Fatherhood Training						X			X
FFK Permanency Summit	X	X		X			X	X	X
First Steps and DCFS training									X
Foster Care Assessment Seminars		X		X					X
Foster Child Panel Training									X
Foster Parent Conference			X			X			X
Foster Parent Pre-Service Training			X			X			X
Foster Parent Scope		X				X			
Foster Parents in the Court Room					X				

	Training Provided in FY03								Projected Training for FY04
	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	HQ*	Other* *	
Foster Rate Module		X							X
FPAWS Out of Home Care Conference (Foster Care Conf)		X	X			X	X		X
Gathering at Suquamish - Genograms					X				
GLBT		X							X
GUI Investigative Assessment Training		X	X						
HACC File - Organizational Tools for SWs			X						X
Health & Education					X				
HELP Academy		X						X	X
Homophobia in the Workplace		X							
How to Flourish in DCFS					X				
How to Protect Yourself					X				
ICW and ASFA					X				
Impacts on Child Maltreatment on Development			X						X
In Search of Normalcy									
Interpreting Data		X				X			X
Interstate Compact Training					X				
Intro to CA Computer Network		X	X	X					X

	Training Provided in FY03								Projected Training for FY04
	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	HQ*	Other* *	
Investigation Protocols									X
Investigative Risk Assessment	X	X	X	X			X		X
Job Stress						X			X
Kids Come First Line Staff Conference	X	X		X			X		
Kids Come First Phase 1	X	X		X		X	X		
Kids Come First Phase 2	X	X	X	X	X	X	X		
Kids Come First Supervisors Conference	X	X		X		X	X		
Kids Come First Symposia	X			X		X	X		
Kids Come First Training Series	X			X			X		X
Kids Come First: Decision Making and Clinical Supervision	X			X		X	X		
Kidscreen	X	X	X	X		X	X		X
Latest on FAS/FAE					X				
Leadership Development		X				X			X
Leadership: Mobilizing the Community									
Legal Aspects of Kinship Care					X				
Legal Placement		X							X
Legal Training: Presenting at Court					X				X
Legal Training: Review Hearings					X				
Legal Training: The ISSP			X		X				X
Managers Conference		X				X			X
Media		X							X
Mediation Training						X			X

	Training Provided in FY03								Projected Training for FY04
	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	HQ*	Other* *	
Medicaid Personal Care Services			X						
Mental Health and Teens						X			X
Mentoring High Risk Families					X				
Meth Training			X			X			
Motivating Your Staff		X				X			
Motivational Interviewing					X				X
My Drug Exposed Infant is Growing Up: Now What?									
NASW		X							X
NCAST		X							X
Near Verbatim Documentation									X
Neglect			X			X			X
Negotiations Workshop									X
New Legislative Issues									X
New Social Worker Training			X		X				X
New Supervisor Training									X
Non-Discrimination		X	X			X			X
Office Support Supervisors Training									X
Open Adoptions		X							
Organization Tips					X				
Overview of Changes in CSO's					X				
Overview of Infant Social & Emotional Health					X				
Overview of Kinship Care					X				
Overview of PRIDE					X				

	Training Provided in FY03								Projected Training for FY04
	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	HQ*	Other* *	
Parenting Aggressive Youth					X				
Parenting Children Affected by Drugs and/or Alcohol									
Partnering with Parents						X			X
Peer Review					X				
Personal Safety			X			X			X
Personnel Policies			X						X
Placement Resources					X				
Presenting a Case/Successful Staffing	X								
PRIDE Workshops						X			X
Prosecutor Protocols									
Provider File Input Training			X						
Psych Evals 101			X						
Psychotropic Drugs		X			X	X			X
Public Sector Quality Conference									X
Q-Care Customer Service	X					X			X
The 3 R's of Finding Permanent Homes for all Teens and Pre-Teens					X				
Reasonable Efforts Symposium	X	X	X		X				X
Reassessment of Risk	X	X	X	X			X		X
Recovery Conference			X						
Regional Policies and Procedures		X	X		X				X
Relapse & Recovery					X				
Relative Search		X			X	X			

	Training Provided in FY03								Projected Training for FY04
	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	HQ*	Other* *	
Relative Support Services Training			X						
Resources & Planning for Independence					X				
Reunification Assessment	X	X	X	X			X		X
Revised Risk Assessment		X	X						X
Risk Assessment		X	X	X	X				X
Safety Assessment	X	X	X	X			X		X
Safety Assessment for Clerical			X						X
Safety Planning	X	X		X		X	X		X
Safety Planning with Domestic Violence									X
Safety Training (L&I)		X							X
SCAN Conference on Poverty	X								
Secret Harbor Conference			X						
Semslite									X
Service Planning									X
Sexually Aggressive Youth		X	X						
Shared Decision Making					X				
Show Me the Money Training			X						
Signs of Safety	X				X				
Solution Based Interviewing						X			
Special Education: Surrogate Parent Training									
SSI/SSA					X				
SSPS		X	X	X	X	X			X
Suicide Training		X							X

	Training Provided in FY03								Projected Training for FY04
	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	HQ*	Other* *	
Summer Institute	x			x		x	x		
Supervising and Coaching									x
Supervisory Forums		x				x			x
Team building training through CISPUS						x			x
Team Child Training			x						
Teaming with Foster Parents					x				
Telephone Customer Service		x							x
Tips & Tricks for Court					x				
Torts		x				x			x
Transitioning Children									x
UA Training					x				
Unconditional Commitment					x				
Understanding Birth Families Seminar									
Understanding People Through Strengths		x							
Verbal De-escalation					x	x			
Video Conference Training									x
Violence in the Workplace		x	x		x	x			x
WAC Licensing Rules									
West Coast Trainers Conference								x	x
Work Place Violence Training/Work Place Safety	x	x	x			x			x
Worker Safety	x		x			x			x
Worker's Compensation (L & I)		x							x

	Training Provided in FY03								Projected Training for FY04
	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	HQ*	Other* *	
Working with DDD Children					X				X
Working with DLR					X				
Working with Kids with Sexual Behavior Issues		X	X						X
Working wit Multi-System Kids					X				
Working with an Interpreter		X							X
Writing Skills						X			X
Year of the Tribal Child			X						X
Your Success Challenge by Kit Grant	X								